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Zekic, N.; Colucci, Michele

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Chapter 2

COMPARATIVE LABOUR LAW: SOURCES AND DOCUMENTATIONS

*M. Colucci and N. Zekic**

I. INTRODUCTION

1. Many publications in the field of Labour Law are available both on paper and in electronic format. The text below provides an overview of the main sources of available information and will especially focus on publications that offer an international and/or comparative perspective on labour issues.

II. INTERNATIONAL SOURCES

A. ILO Publications

2. Established in 1919, and since 1946 a member of the United Nations organization, the ILO (International Labour Organization) has focused on workplace issues, actively seeking to create decent work for all – work that is freely chosen and performed in an environment of equity, security, and human dignity. While promoting individual and collective rights at work, social protection and occupational safety and health, the ILO encourages social dialogue and supports an open and constructive industrial relations policy between governments, employers, and workers.

The ILO conducts research into these and a range of other issues in the ever-changing world of work and publishes the results in the form of timely and authoritative publications, reports, training manuals, CD-ROMs, videos, and e-books. ILO research contributes to enhancing public awareness of crucial labour and employment issues in subject areas such as: Employment, Labour Issues and Labour Law, Social Protection, Child Labour, Occupational Safety and Health, Gender Issues and Women at Work, Management and Training, as well as Labour Statistics. The relevant documentation is available at <www.ilo.org>.

3. The oldest and most widely read of the periodical and non-periodical publications issued by the ILO is *International Labour Review*. The full text of some selected articles or issues is also available in electronic format through www.ilo.org/revue.¹ This multidisciplinary and refereed journal combines a global view of the many-faceted problems of employment and labour with the results of analysis by economists, lawyers,

* Michele Colucci is Associate General Editor of the *International Encyclopedia of Laws*, and Professor of European Union Law at the College of Europe in Parma (Italy) and at ISDE (Madrid). He is also Director of the Sports Law and Policy Centre (Rome). Nuna Zekic is assistant professor at the Department of Labour Law and Social Policy, at Tilburg University (the Netherlands).

¹ The full electronic version is available through Wiley Online Library (subscription is needed for full-text access). The *International Labour Review* is published in English, French, and Spanish and usually appears four times per year.

sociologists, policy makers, and other experts on the many factors determining the level, quality, and distribution of employment. The *International Journal of Labour Research*, launched in 2009, is a non-refereed and open-access journal, which is directed towards trade union researchers and academics around the world.

4. An important database is NORMLEX (previously: ILOLEX), www.ilo.org/normlex, where all international labour standards are available online as well as a wide range of information resources and publications on international labour standards.² Very valuable are the *country profiles*, where information regarding the ratification and the application of the standards can be found for each country. The supervisory role of the ILO is at the basis of a rich source of information. The wealth of the material produced by the supervisory machinery can hardly be over-estimated. Every country's situation on reporting obligations is carefully documented. All the reports of the Committee of Experts on the Application of Conventions and Recommendations since 1932 are grouped together and easily accessible.³ These voluminous reports are published annually for discussion by the Tripartite Committee on the Application of Conventions and Recommendations. They contain very detailed information on national legislation and practice, including the most recent changes and developments. Through NORMLEX one can also search all the comments by the supervisory bodies for each country separately. These are presented in the country's profile per year, dating back to 1987. Also observations made by employers' and workers' organizations are available, as well as the complaints procedures. The various countries concerned self-evidently make careful checks to ensure that their legal systems are correctly reported. Hence, the accuracy of the provided information can generally be guaranteed.

5. Besides information on international labour standards, NORMLEX also brings together national labour and social security laws. The NATLEX, database that is included in NORMLEX, operates as an index to the labour laws found in the official gazettes and other legal compilations. Records in NATLEX provide abstracts of legislation and relevant citation information, and they are indexed by keywords and by subject classifications. Where possible, the full text of the law or a relevant electronic source is linked to the record.

More narrow in scope, but very detailed and regularly updated is the Employment protection legislation database (EPLex).⁴ This new database contains information on the employment termination laws or dismissal laws of some ninety countries. It allows the user to browse through information by country or by theme, to perform advanced searches that combine themes and countries, and to download the entire database onto a spreadsheet. It can be very useful for comparative research on issues regarding job security. For each country, several links are provided for additional information. The ILO is, furthermore, regarded as an authoritative source of statistical information. The new ILO database of labour statistics is called ILOSTAT, www.ilo.org/ilostat.

6. The ILO Library is probably the world's leading library on the 'world of work'. The Library provides a comprehensive coverage of material published by major research centers, international and regional organizations, labour administrations and non-governmental organizations, as well as providing references to selected articles from over five hundred journals. Much of the collection focuses on developing and transition countries, and a special effort is made to acquire material published in developing countries. There is a strong

² Information resources and publications on international labour standards are also grouped together on www.ilo.org/global/standards/information-resources-and-publications.

³ www.ilo.org/public/libdoc/ilo/P/09661.

⁴ EPLex replaces the ILO's Digest on Termination of Employment Legislation: www.ilo.org/dyn/terminate.

focus on empirical literature, although ample material on labour economics, gender economics, and welfare economics is included. The catalogue and repository database is called Labordoc and can be searched online, labordoc.ilo.org. Labordoc also includes *all* publications by the ILO since 1919, whether published in electronic or print format. The vast majority of these ILO publications is digitalised and is offered in full text. Labordoc can be searched in English, French, and Spanish. Users can limit searches in several ways: for example, by looking for the main subject of the document, material on particular countries or regions, by language, publications held by a particular library, or by online documents only. Labordoc provides an ever increasing number of links to online publications available on the internet.

The ILO website also gives access to some information that is not updated any longer. This information can, however, be useful for historical analysis of comparative labour law. There are, for example, admirable national labour law profiles to be found of some thirty countries.⁵ Labordoc also gives access to some discontinued periodical publications by the ILO, such as the quarterly journal, the *Social and Labour Bulletin* (1974-1992) and *Labour and Society* (1976-1991), a quarterly journal of the International Institute for Labour Studies. The *Official Bulletin* is still available in a paper copy as well as on line.⁶

7. Closely connected to the International Labour Office – but autonomous – is the International Institute for Labour Studies, available at www.ilo.org/inst. Among its main publications are books and reports with articles on social and labour problems as well as accounts of current educational and research activities carried out by the Institute. There is also a wide range of discussion papers, which are meant to stimulate discussion and where preliminary results of research undertaken by the Institute are published. Moreover, monographs reflecting the results and findings of research projects undertaken by the Institute are published in a *Research Series*. The main headings are strategic factors in industrial relations systems: quality of working life; women, work, and society; workers' participation in management; multinational enterprises and labour; industrial relations and the political process.

B. The Organization for Economic Cooperation and Development

8. The Organization for Economic Cooperation and Development (OECD) has produced a considerable number of comparative studies of industrial relations, particularly on economic aspects. Its publications are generally available in English and French. The OECD is best known for its annual *Factbook*, *Country Surveys*, and *Outlooks*, which cover both economic and social issues at an international level.

Along with the above-mentioned publications, the OECD offers many other sources of information such as the OECD's annual report, newsletters on various topics, working papers, guidelines, best practices, and legal instruments, which illustrate the broad range of the OECD's intellectual work and keep readers informed of its latest research. The complete list of OECD document categories is available at www.oecd.org.⁷

⁵ [Www.ilo.org/ifpdial/information-resources/national-labour-law-profiles](http://www.ilo.org/ifpdial/information-resources/national-labour-law-profiles).

⁶ [Labordoc.ilo.org/record/185824](http://labordoc.ilo.org/record/185824).

⁷ The OECD also has an online library with full text publications open to subscribing institutions such as universities and governments. Some content, such as the OECD Factbook, is free and open to all. The online library is called OECD iLibrary and it is available since 2010 at www.oecd-ilibrary.org.

III. REGIONAL SOURCES

A. The European Union

9. The various institutions of the European Union produce an abundance of materials in the field of Employment and Social Policy, which take the form of monographs, series, bibliographies, periodicals, and information papers. The (new) EUR-lex – available in all twenty-four official EU-languages – is indispensable for anyone interested in European Union law, www.eur-lex.eu.⁸

10. From July 2013 on, all European legislation is published in the electronic editions of the *Official Journal of the European Union*, new.eur-lex.europa.eu/oj/direct-access.html. The *Official Journal* appears on a daily basis. The journal is published in two series: one is devoted to legislation (the ‘L’ series); the other contains non-normative communications and information about drafts of legislation, opinions of the EU bodies during the legislative process, activity programmes, and so on (the ‘C’ series).

11. Each year the Commission prepares a General Report on the activities of the European Union, which is available at europa.eu/generalreport/. The report is presented to the European Parliament. It gives a general picture of the EU's major initiatives and achievements over the previous year.

The *Bulletin of the European Union* used to provide a monthly insight into the activities of the European Commission and of the other EU institutions.⁹ The latest news and official press material from the EU institutions, agencies and bodies are now gathered in the *EU Newsroom*, europa.eu/newsroom.

12. The text of the judgments by the Court of Justice of the European Union, as well as the opinions of the Advocates-General, are published by the Court in each of the official languages of the EU (the English publication is entitled European Court Reports). They are also available online at curia.europa.eu.

13. The Directorate-General for Employment and Social Affairs of the European Commission regularly publishes reports – sometimes in collaboration with national experts – on some of the most important issues in the field of employment and social security. The ‘Report on Industrial Relations in Europe’ – a key document published every two years – is a good example of such publications. This report, as all the others issued by the above-mentioned Directorate-General, are available in several languages at ec.europa.eu/social. Within the framework of social security coordination, the website of the Directorate-General contains an extensive overview of social security rights for every European country and in all official languages.¹⁰ Even though these reports are made for the general public, they can serve as a good starting point for comparative research on social security in Europe. The Directorate-General, furthermore, maintains a database with all transnational company agreements as identified and catalogued by the European Commission.¹¹

14. The European Foundation for the Improvement of Living and Working Condition (Eurofound) is a

⁸ At the time of writing a new website was being created. Since March 2013, the new EUR-Lex runs in parallel with the old version of EUR-Lex: new.eur-lex.europa.eu (website lastly visited in December 2013).

⁹ The last issue of the EU Bulletin was released in July-August 2009. All content has been archived but remains accessible through ec.europa.eu/archives/bulletin/en/welcome.htm.

¹⁰ These are the EU-countries plus Norway, Iceland, Liechtenstein and Switzerland.

¹¹ The database can be found on the general website of DG EMPL, ec.europa.eu/social. First, go to ‘policies and activities; the database can then be found under the heading ‘labour law’.

European Union Agency, one of the first to be established to work in specialised areas of EU policy. It supports the formulation of EU policy on working and living conditions. It has a network of experts throughout Europe who conduct research on its behalf, including assessing the current national situations, preparing case studies and national reports and conducting surveys. All the publications issued by the Foundation are available at www.eurofound.europa.eu/publications. In particular, the European Industrial Relations Observatory (EIRO) has been published online since 1997.¹² It offers news and analysis on European industrial relations. In addition to this, EIRO conducts comparative research on specific themes.

15. The role of the representatives of employers and workers – the EU law refers to ‘management and labour’, but the term ‘social partners’ has become well established – in the EU integration process is acknowledged in several ways.¹³ The biggest European organisations of trade unions and employers’ associations are respectively the European Trade Union Confederation (ETUC) and BUSINESSEUROPE (previously UNICE).

The ETUC has established a separate study and research centre in the socio-economic field, the European Trade Union Institute (ETUI). Founded in 1978, it forms a bridge between the trade-union movement and the academic world. It works via networks with similar organisations in various countries and with universities. In addition to a number of regular publications, such as *Benchmarking Working Europe* – an annual publication on selected areas of importance to trade unions – and the quarterly journal ‘Transfer’, the ETUI issues various types of other publications, of which many are available in full text at www.etui.org/publications.¹⁴

The website of BUSINESSEUROPE – www.businessseurope.eu – contains several publications, such as the *European Reform Barometer*, which is a business assessment from national employers’ associations and draws general conclusions for the European economy, and *The Economic Outlook*, which provides twice a year a business insight into recent and projected economic developments in Europe based on a survey of BUSINESSEUROPE member federations.¹⁵

B. APEC

16. The Asia-Pacific Economic Cooperation (APEC) is an intergovernmental group of twenty-one members, primarily in the Pacific Rim, whose purpose is to foster economic cooperation. The so-called ‘Three Pillars’ are Trade and Investment Liberalization, Business Facilitation, and Economic and Technical Cooperation. The APEC website offers access to the organisation’s meeting papers and reports, and to a selection of publications by APEC Groups, including the Working Group on Trade Promotion (WGTP). The Topics list on www.apec.org may be browsed to identify APEC activity on specific issues, such as gender issues. The APEC website also gives access to a wide range of publications, of which few are, however, dedicated to employment issues.

¹² The *EIRObserver*, the bi-monthly bulletin of the EIRO, was published from 1997 to 2004. All issues can still be found online at www.eurofound.europa.eu/eiro/eirobserver. All EIRO articles now appear on the website.

¹³ The European Commission consults the social partners on the possible direction of an initiative and on the content of an initiative in the field of social policy, as provided by Article 154 of the Treaty on the functioning of the European Union (TFEU). Article 155 of the TFEU provides for a possibility to negotiate collective agreements on EU-level. The social partners, furthermore, sit with the European Economic and Social Committee, alongside other organisations representing civil society.

¹⁴ Transfer – a peer-reviewed journal, is published by Sage Publications; subscription is required.

¹⁵ The businessseurope-website can best be browsed by themes. The European Reform Barometer and the Economic Outlook can be found under the theme of ‘Economic policy and structural reforms’ (website lastly visited in December, 2013).

C. Africa and South America

17. General resources of labour law and industrial relations in Africa are available through the Stanford University website www-sul.stanford.edu/depts/ssrg/africa/labor. This is a list of selected *links* to articles, databases, and websites regarding issues in labour and employment in Africa, with an emphasis on Africa south of the Sahara.¹⁶

LaborStart (labour news from South America), available at www.laborstart.org/southamerica, includes links to South American labour news and headlines in English, Spanish, and Portuguese. The articles are organised per country.

IV. PRIVATE COLLECTIONS

18. An indispensable reference work, and arguably the most comprehensive project ever undertaken in the field, is the *International Encyclopaedia for Labour Law and Industrial Relations*. Edited by R. Blanpain, the encyclopaedia comprises over forty volumes, covering labour law and industrial relations in more than sixty countries. The various national reports are set in a common framework to make it easier for the reader to find his or her way.

Typically, each national monograph contains three parts. The introductory part gives general background information about the country at issue, the second part covers various aspects of the individual employment relationship, and part three discusses collective labour relations. The national reports are supplemented by texts of the most important labour laws and regulations for each country. Furthermore, the encyclopaedia contains several international monographs on, among other things, Guidelines for Multinational Enterprises, International Employers' Organizations, and International Trade Union Movements. Published as separate binders are, in addition, an International Labour Law Codex and a volume on International Case Law. Both the Codex and Case Law volumes distinguish between worldwide and regional organisations. The encyclopaedia is loose-leaf and updated regularly.¹⁷ It is a part of the much wider *International Encyclopaedia of Laws*, covering more and more fields of law, again with R. Blanpain as its general editor and M. Colucci as associate general editor.

19. Mention should also be made of the *International Encyclopaedia of Comparative Law*. This encyclopaedia is edited under the auspices of the International Association of Legal Science. Volume XV of the encyclopaedia is devoted to labour law with B.A. Hepple as the chief editor. There are chapters on Collective Agreements and Collective Bargaining by F. Schmidt and A.C. Neal, Labour Courts and Organs of Arbitration by B. Aaron, Equality of Treatment in Employment and Representation of the Employees at Plant and Enterprises Level by R. Blanpain.

V. BOOKS

20. Comprehensive books offering an integrated treatment on comparative labour law and/or industrial relations are quite rare. *The Global Workplace: International and Comparative Employment Law Cases and Materials* (New York: Wolters Kluwer, 2012), clearly fills an important gap in this respect. This casebook

¹⁶ The reader should be aware that many of the links are not working (website lastly visited in December, 2013).

¹⁷ The publisher, Kluwer Law International, also offers online subscriptions.

develops labour and employment law in the context of the national laws of nine countries important to the global economy – the United States, Canada, Mexico, the United Kingdom, Germany, France, China, Japan, and India. National materials are contextualized by coverage of international labour standards promulgated by the International Labour Organization, as well as the principles that emerge from two regional trade arrangements – the North American Free Trade Agreement and the European Union – and TNC’s self-regulatory efforts. Instructor resources include an extensive teachers’ manual, powerpoint slides, and a website providing updates in the field. Another – somewhat older – casebook is the *International labor law: cases and materials on workers’ rights in the global economy* by James B. Atleson and others (West Academic Publishing, 2008).

Other relevant books in the field are *Globalisation and the Future of Labour Law*, edited by John D.R. Craig and S. Michael Lynk (Cambridge: Cambridge University Press, 2011); *The Globalisation of Labour Standards: The Soft Law Track*, edited by Roger Blanpain and Michele Colucci (The Hague: Aspen Publishers, 2004); and *Labour Laws and Global Trade* by Bob Hepple (Oxford: Hart Publishing, 2005). *International and comparative labour law: current challenges* was published in 2009 by the ILO. The author, Arturo Bronstein, relied on papers prepared for the ILO by distinguished professors, among which are Paul Benjamin and Bob Hepple.

21. *Changing Industrial Relations and Modernisation of Labour Law* is the *Liber Amicorum* in Honour of Professor Marco Biagi. Thirty-three distinguished authorities in the field of labour and industrial relations law gather here to enhance and complement the work of Marco Biagi. The topics covered range over many of Professor Biagi’s special interests, including the following: the formulation of a new basis for labour law that could resolve new issues; employee protection in corporate restructuring; the trend toward individual ‘enterprise bargaining’; a new European employment policy and what it might entail; the growing phenomenon of ‘flexibilization’; the effects of an aging workforce; the crucial nexus of free trade, labour, and human rights; the effects of EU enlargement; and protection of part-time workers.

VI. BULLETINS

22. Specific topics in the area of labour law and industrial relations feature in a variety of periodicals. Special reference can be made here to the *Bulletin of Comparative Labour Relations*, edited by R. Blanpain, of which several dozen issues have been published. The bulletins constitute a unique source of information and thought-provoking discussion laying the groundwork for studies of labour law and industrial relations.

Published either once or twice yearly, the bulletins frequently include the proceedings of international or regional conferences or reports from comparative projects devoted to salient issues in industrial relations, human resources management, and/or labour law. They offer a platform of expression and discussion to scholars and practitioners worldwide, often featuring special guest editors.

A sample of topics either covered or under consideration for coverage in the bulletin includes: the harmonization of working life and family life (covered countries: Belgium, France, Italy, Japan, Sweden, the UK, and the US); labour law and industrial relations in Central and Eastern Europe; the future of sport in the European Union. The last bulletin contains a selection of papers presented at the occasion of the international conference in commemoration of Marco Biagi entitled ‘Europe 2020: Comparative Perspectives and Transnational Action,’ held in March 2011 at the Marco Biagi Foundation in Modena, Italy. Each of these

bulletins consists of national or comparative reports made on the basis of a common outline, which provide an integrated approach to the subject matter.

23. Another important periodical in the field is *The International Labour Law Reports* (I.L.L.R.), edited by A. Gladstone. In this series of annual publications, labour law judgements by the highest courts in a number of jurisdictions stand central. Each judgement reprinted in I.L.L.R. is accompanied by notes and in practically all cases by an annotation which sets forth, among other things, the legal issues involved, the relevant statutory provisions and judicial precedents, the labour law and industrial relations context in which the case arose and the significance of the judgement in the development of the law. The judgements are always presented in the following order of subjects: General principles of labour law and key concepts, basic rights pertaining to labour, manpower, individual employment relationship, collective labour relations, and administration – judicial and general. The first volume of the series was published in 1978, when it was edited by B. Aaron.

VII. ACADEMIC JOURNALS

24. Academic journals that are truly comparative and international in terms of both content and source include *Comparative Labor Law & Policy Journal* and *The International Journal of Comparative Labour Law and Industrial Relations*. The former is the result of a 1997 rebranding of the *Comparative Labor Law Journal*. Still a publication of the US national branch of the International Society for Labour Law and Social Security, it is based at the University of Illinois College of Law. Its general editors are Matthew W. Finkin and Sanford M. Jacoby. With an extensive worldwide circulation, the journal has become a major international forum for research, theoretical and applied, in an area of growing importance to both the developed and the developing world. All past and current articles are available on line, but unfortunately not longer for free.¹⁸

25. *The International Journal of Comparative Labour Law and Industrial Relations* aims to provide commentary, documents, and critical analysis from all over the world on a wide range of topics relating to labour law and industrial relations. The journal's interdisciplinary approach analyses developments in legislation and case law on the one hand, while also taking into account economic, sociological, and other non-legal developments in the world of work. Its editor-in-chief is Mia Rönnmar and its managing editors are William Bromwich and Olga Rymkevich.

26. Several national journals exist, however, which occasionally contain articles on developments abroad. For example, European topics are increasingly dealt with in British periodicals. A good illustration is the *Industrial Law Journal* or, with respect to industrial relations, the *British Journal of Industrial Relations*. A similar tendency appears to exist elsewhere, and useful commentaries on foreign developments may be found in, for example, the French *Droit social et intersocial*, the German *Recht der Arbeit*, and the Italian *Giornale di Diritto del Lavoro e delle Relazioni Industriali*. A further addition to this illustrative list is the *Australian Journal of Labour Law*, the first issue of which appeared in 1988. While its founding editor, R. Mitchell from Melbourne University, anticipated that the primary focus would be on Australian labour law, it was also stressed that contributions on overseas developments are considered for publication where they are of wide general interest or of relevance to the national situation. His statement of intent may then be representative for the approach taken in a growing number of, prima facie, national periodicals.

¹⁸ www.law.illinois.edu/publications/cllpj.

27. All these journals are grouped in *The International Association of Labour Law Journals*, www.labourlawjournals.com, which was established for advancing research and scholarship in the fields of labour and employment law, encouraging the exchange of information regarding all aspects of the publishing process, and promoting closer relations among editors of national and international labour and employment law journals.

28. In 2010, under the editorship of Frank Hendrickx, *The European Labour Law Journal* was born.¹⁹ The journal aims to increase and foster the debate on the future of labour law in Europe and to increase the knowledge of labour law. It aims to better define the role of labour law in Europe and in light of a European Social Model which can provide solutions for the challenges facing the EU and its Member States, requiring a good combination of economic market performance and quality of life, good work, and social justice. In order to contribute to this, the journal studies European labour law in national, European and international contexts. Current and future developments in Europe and the world necessitate a fundamental investigation of labour law in the EU and its Member States, and of the basic principles of labour law in Europe.

29. Somewhat younger – but with Belgium as its ‘birthplace’ as well – is the *European Journal of Social Law*, with Yves Jorens as its editor-in-chief.²⁰ This is another academic peer-reviewed journal dedicated to the dissemination of research on developments, trends, and challenges in labour law and social security at the European and international levels. The integration process and in the construction of the European polity are the central focus in most of the articles.

30. Mention should be made of another important journal on European labour law: *Europäische Zeitschrift für Arbeitsrecht*.²¹ Since its creation in 2008 this journal has been gaining importance as an academic journal that provides a forum for scientific dialogue on labour law, with a particular focus on current developments in the EU legislation and ECJ case law. Its subtitle ‘European Journal of Labour Law’ emphasizes that the journal accepts articles in both German and English, but the majority of the articles are in German.

VIII. E-JOURNALS

31. The Social Science Research Network (SSRN), available at www.ssrn.com, was developed to promote academic scholarship in the areas of economics, finance, accounting, management, and law. Each of the networks solicits and publishes abstracts of academic working papers and forthcoming papers. Academic papers not yet accepted for publication in a journal may be posted by the author on SSRN. Once a paper has been accepted for publication, it is usually removed from SSRN, with only an abstract remaining.

32. More and more peer-reviewed and open-access academic journals are emerging. For law journals, the *German Law Journal* is a leading example.²² The journal has secured a place among the world’s leading academic fora concerned with transnational law only after ten volumes. Its articles report and analyse developments in German, European, and International jurisprudence. Issues concerning labour law are regularly dealt with in the articles and often in a comparative manner.

¹⁹ [Www.ellj.eu](http://www.ellj.eu).

²⁰ [Www.ejsl.eu](http://www.ejsl.eu).

²¹ Rsw.beck.de/cms/main?site=EuZA.

²² Www.germanlawjournal.com.

IX. INTERNATIONAL SOCIETIES AND MEETINGS

33. Comparative law could not possibly flourish without personal contacts at conferences or colloquia. Labour law is no exception to this general rule. A truly representative association of labour and social lawyers is the International Society for Labour and Social Security Law (ISLSSL).²³ It was established at a 1958 Conference in Brussels as the product of an amalgamation of the International Association for Social Law and the International Congress for Labour Law. The ISLSSL is made up of national representative committees and private members. World congresses are held on average every three years. Intermittently, regional conferences are organized which cover Europe, Africa, Asia, and the Americas. Conferences provide regular opportunities for labour lawyers to meet and discuss topical issues in an informal atmosphere. The official aspect of these conferences follows a fixed pattern, though. First, a special committee decides on three main themes, one of which always relates to social security law. The participating countries are invited to submit national reports, which are processed by a General Reporter and then put before the assembled congress in summary form. Typically, the proceedings of the conference are published. In this way they can become available to a wide audience. Themes of past conferences include, among others, collective bargaining at the enterprise level, atypical employment relationships, worker participation, employment termination and the position of women in labour law and social security.

34. The leading international association in the area of industrial relations is the International Labour and Employment Relations Association (ILERA).²⁴ Founded in 1966, it is an international gathering of thirty-four national associations and over one thousand individuals. To date, the ILERA has held many world conferences and various regional congresses. Papers and communications submitted to ILERA meetings are available from its Secretariat in Geneva and at www.ilo.org/public/english/iira.

35. The Labour Law Research Network was set up in 2011 by independent research institutes (usually associated with a University) dedicated to the study of labour law.²⁵ The Network's website offers a growing listing of such research centres from all over the world. Scholars in labour law are welcome to submit (working) papers, which are made available through Network's website. The goal of the Network is to advance research in labour law, and specifically to facilitate the dissemination of research work and encourage open discussion of scholarship and ideas in this field. One of the objectives of the Network is to hold regular international conferences that are entirely academic by nature and solely about labour law. Its inaugural conference was organised in 2013 by the Consolidated Research Group in Labour and Social Security Law at the Pompeu Fabra University in Barcelona.

36. Another important network in the field of comparative labour law is the European Labour Law Network (ELLN).²⁶ It consists of a team of non-governmental legal experts including all European Member States and EEA countries, and of a Scientific Committee. ELLN was initiated in 2005 by Bernd Waas and Guus Heerma van Voss. The initial concept for the ELLN was to establish a platform for dialogue between labour law experts from across Europe and to facilitate the comparison of the different existing national labour law systems. The Network acquired a new dimension in 2007 when it signed a contract with the Directorate-General for

²³ islssl.org.

²⁴ In 2010, the association changed its name from International Industrial Relations Association (IIRA).

²⁵ www.labourlawresearch.net.

²⁶ www.labourlawnetwork.eu.

Employment, Social Affairs and Equal Opportunities of the European Commission in Brussels. The Network became the European Commission's official advisory board on issues relating to the developments in individual and collective labour law.²⁷

The ELLN's national experts report on the national legislative developments, important national court rulings, and on implications of the ECJ rulings. These national reports are available in English for every EU-country on ELLN's website, which makes the website a valuable resource for comparative research. The website also offers very timely updates on developments in the area of European labour law. Finally, the network has instituted a Working Papers Series to further promote cross-border discussion on labour law topics. The Series includes papers that address European Union law, but also comparative labour law studies involving at least one European country, or papers that describe developments in national labour law whose relevance exceeds national borders.

RESEARCH WEBSITES

International, Comparative, and Foreign Law

Globalization and Labor Standards (GALS) Bibliographic Library, UCLA School of Law:
www.laborstandards.org

This database – directed by Katherine Van Wezel Stone – contains abstracts of recent law journal articles exploring international labour standards and rights in the global economy. It provides an annotated bibliography categorised by subject heading. There are also links to the full text versions of the articles, but the reader will in most cases need a password in order to obtain them.

GlobaLex of the New York University, Hauser Global Law School Program: www.nyulawglobal.org/globalex

This is an important research tool on the Internet.

Institute for Research on Labor and Employment, University of California, Berkeley:
www.irle.berkeley.edu/publications

This website posts all recent publications by this Institute.

Cornell School of International Labor Relations – Catherwood Library: www.ilr.cornell.edu/library

The Library of the Cornell ILR School has one of the most comprehensive collections in the area of international labour relations. Under the heading of 'Outreach', researchers will find a list of links to Global ILR news sources, Human Resources and the Internet, Labour Unions and the Internet, Most Requested Government Statistics, Industrial Relations Overview of the US, and Sources for Non-Academic Researchers.

International Labour Organization Guide, Cornell University, ILO Mirror Site:
guides.library.cornell.edu/content.php?pid=409810

²⁷ In December 2011 there was a renewal of the contract with the Commission.
Blanpain_CLL_XEd

This site offers a current ILO research guide. Other research guides by the Cornell Library that can be relevant for comparative (labour) law research are the Foreign and International Law Guide and Transnational Organizations Guide.

United States Government Sites

United States Department of Labor – Bureau of International Labor Affairs: www.dol.gov/ilab

‘The Bureau of International Labor Affairs (ILAB) carries out the international responsibilities of the Department of Labor under the direction of the Deputy Under Secretary for International Labor Affairs. ILAB conducts research on and formulates international economic, trade, immigration, and labour policies in collaboration with other US Government agencies and provides international technical assistance in support of US foreign labour policy objectives.’²⁸

Journals

www.labourlawjournals.com

Anàlisis Laboral

Arbeit und Arbeitsrecht

Arbeit und Recht

Arbeitsrecht

Australian Journal of Labour Law

British Journal of Industrial Relations

Bulletin of Comparative Labour Relations

Canadian Labour & Employment Law Journal

Common Market Law Review

Comparative Labor Law and Policy Journal

Diritti Lavori Mercati

Diritto delle relazione industriali

Droit Social

Economic and Industrial Democracy

Europäische Zeitschrift für Arbeitsrecht

European Industrial Relations Review

European Journal of Industrial Relations

European Labour Law Journal

European Labour Review

European Journal of Social Law

German Law Journal

Giornale di diritto del lavoro e di relazioni industriali

Human Resources Management Journal

Il diritto del mercato del lavoro

Industrial Cases Reports

²⁸ The mission statement as found on the website in April 2006. The current mission statement is of a more general nature.

Industrial and Labor Relations Review
Industrial Law Journal (South Africa)
Industrial Law Journal (UK)
Industrial Relations: A Journal of Economy and Society
Industrial Relations Journal
Industrial Relations Law Reports
The International Journal of Comparative Labour Law and Industrial Relations
International Journal of Human Resource Management
International Labour Review
Japan Labor Bulletin
Journal of European Social Policy
Journal of Industrial Relations
Labour, Society and Law
Lavoro e Diritto
Liaisons Sociales Europe
Modern Law Review
Monthly Labor Review
Pecs Labour Law Journal
Relaciones Laborales
Revista de Derecho Social
Revue de Droit Comparé du Travail et de la Sécurité Sociale
Revue de Droit du Travail
Revue internationale du Travail
Rivista Giuridica del Lavoro e della Previdenza Sociale
Temas Laborales
Tijdschrift voor Recht en Arbeid
Transfer: European Review of Labour and Research
Zeitschrift für ausländisches und internationales Arbeits- und Sozialrecht